

# Journal of Collective Bargaining in the Academy

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Volume 0 *National Center Proceedings 2019*

Article 25

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April 2019

## Panel: Retirement Security for Precarious Employees

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### Recommended Citation

Anderson, Thomas (2019) "Panel: Retirement Security for Precarious Employees," *Journal of Collective Bargaining in the Academy*: Vol. 0, Article 25.  
Available at: <https://thekeep.eiu.edu/jcba/vol0/iss14/25>

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**Article XXVII**  
**403(b) RETIREMENT PROGRAM**

PTF may participate in the University 403(b) Retirement Program.

- A. Any represented PTF who has completed two consecutive years of employment at WSU and has a reasonable expectation of employment in both the fall and winter semester is eligible to enroll.
- B. Once qualified, an Employee may enroll at any time.
- C. Once enrolled, an Employee may contribute up to the maximum permitted by law.
- D. Pending IRS approval of the University's revised 403(b) plan, beginning with the fall semester of 2017, the university will contribute three quarters of one percent (0.75%) of salary to the retirement account of any participating employee contributing at least five percent (5%) of salary.
- E. If the University matching contribution for the PTF program exceeds \$50,000 in Academic Year 2017–18, the salary increase for the Fall of 2018 shall be two percent (2%) rather than two and one half percent (2.5%) as stated in Article XIX, Salary. If the University matching contribution for the PTF program exceeds \$75,000 in Academic year 2017–18, the salary increase for the Fall of 2018 shall be one and three quarters percent (1.75%) rather than two and one half percent (2.5%) as stated in Article XIX, Salary.
- F. If the University matching contribution for the PTF retirement program exceeds \$60,000 in Academic Year 2018–19, the PTF salary increase for the Fall of 2019 shall be two percent (2%) rather than two and one half percent (2.5%) as stated in Article XIX, Salary. If the University matching contribution for the PTF retirement program exceeds \$85,000 in Academic Year 2018–19, the salary increase for Fall of 2019 shall be one and three quarters percent (1.75%) rather than two and one half percent (2.5%) as stated in Article XIX, Salary.